PLATFORMS

Participants primarily publish or develop software for console platforms, handhelds, PC and the Internet. The table below reports the prevalence of platforms for which participants publish or develop products.

Platforms For Which Software is Published / Developed

Platforms	Definitions	Prevalence[2]	
		n	%
Console	Television set top consoles made by companies such as Nintendo, Sony and Microsoft.	28	74%
Handheld	Handheld gaming devices made by companies such as Nintendo and Sony.	22	58%
Personal Computer	Personal computers such as Macintosh or those with operating systems such as Microsoft Windows.	21	55%
Mobile	Cellular telephones and other related devices that include a telephone service.	13	34%
Online / Internet / MMOG	Internet or online infrastructures that enable simultaneous play by multiple players.	20	53%
Arcade Amusement	Coin operated entertainment machines typically installed in businesses such as restaurants, pubs and video arcades.	1	3%
Games for Educational Market	Interactive toys that require software for functionality such as LeapFrog toys.	1	3%

[2] Column totals to more than 100% because most participants publish / develop for more than one type of platform.

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GEOGRAPHIC DISTRIBUTION

The majority of participants have offices in the West. The table below summarizes the geographic distribution of employees matched to the survey and the 50th percentile and mean number of matched employees in each region. Listed below the table are the states and cities in which matched employees are located.

Participant Geographic Distribution

Region	Participants with Incumbents Matched		Number of Incumbents Matched	
	n	% of Participants	50	Mean
East	14	37%	42	91
South	10	26%	10	87
Midwest	15	39%	19	63
Mountain	5	13%	15	67
Southwest	18	47%	37	63
West	33	87%	130	343

EAST: **Connecticut:** New Haven, Wallingford. **District of Columbia:** Washington, D.C. **Massachusetts:** Andover, Ashburnham, Boston, Burlington, Cambridge, Framingham, Holbrook, Stoneham, Waltham, Westwood. **Maryland:** Baltimore, Elkton, Ellicott City, Frederick, Hunt Valley, Kensington, Manchester, Sparks, Temple Hills, Timonium. **Maine:** Winterport. **New Hampshire:** Hudson, Portsmouth. **New Jersey:** Edison, Marlton, Newark, Somerset. **New York:** Albany, Buffalo, Clarence Center, Coram, Freeport, Hoboken, Levittown, Lynbrook, New York, Wallkill. **Pennsylvania:** Audubon, Bangor, Coraopolis, Erie, Harrisburg, Hatboro, Latrobe, Nescopeck, Pittsburgh, Scranton, Springfield, Strausburg. **Rhode Island:** Warwick. **Virginia:** Charlottesville, Fairfax, Virginia Beach, Winchester. **Vermont:** Williston.

SOUTH: **Alabama:** Birmingham, Huntsville, Madison, Mobile. **Arkansas:** Benton, Bentonville, Fayetteville, Fort Smith. **Florida:** Cape Coral, Coral Springs, Fort Lauderdale, Jacksonville, Miami, Orlando, Port Saint Lucie, Tallahassee, Tampa, Wesley Chapel. **Georgia:** Alpharetta, Atlanta, Lawrenceville, Peachtree City, Ringgold, Roswell, Savannah. **Kentucky:** Georgetown, Louisville. **Louisiana:** Baton Rouge. **Mississippi:** Southhaven. **North Carolina:** Cameron, Cary, Charlotte, Durham, Huntersville, Morrisville, Pfafftown, Raleigh, Winston Salem. **South Carolina:** Columbia, Duncan, Mount Pleasant. **Tennessee:** Johnson City, Knoxville, Murfreesboro, Nashville, Powell. **West Virginia:** Vienna.

MIDWEST: **Iowa:** Altoona, Cedar Rapids. **Illinois:** Bloomington, Champaign, Chicago, Downers Grove, Elmhurst, Franklin, Lindenhurst, Troy. **Indiana:** Indianapolis, Muncie, North Liberty. **Kansas:** Gardner, Kansas City, Lawrence. **Michigan:** Byron Center, Detroit, Grand Rapids, Lansing, Livonia, Saginaw, Shelby Township. **Minnesota:** Bloomington, Brooklyn Center, Carver, Chaska, Cottage Grove, Eagan, Eden Prairie, Lakeville, Maple Grove, Minneapolis, Plymouth, Prior Lake, Saint Paul. **Missouri:** Belton, Fenton, Kansas City, Raymore, Springfield, Saint Louis. **Nebraska:** Omaha. **Ohio:** Canal Winchester, Cincinnati, Cleveland, Columbus, Liberty Township, Powell, Strongsville, Toledo, Troy, Wadsworth, West Chester. **Wisconsin:** Appleton, Greendale, Kenosha, Madison, Middleton.

MOUNTAIN: **Colorado:** Aurora, Boulder, Denver, Foxfield, Golden. **Utah:** Riverton, Salt Lake City.

SOUTHWEST: **Arizona:** Gilbert, Glendale, Phoenix, Tempe. **New Mexico:** Albuquerque. **Oklahoma:** Broken Arrow, Oklahoma City. **Texas:** Austin, Carrollton, Cedar Park, Converse, Corpus Christi, Corsicana, Dallas, Driftwood, El Paso, Fort Worth, Garland, Grapevine, Holly Lake Ranch, Houston, Irving, Joshua, Leander, Lewisville, McKinney, Mesquite, Plano, Round Rock, Watauga.

WEST: **California:** Agoura, Aliso Viejo, Burbank, Canyon Country, Carlsbad, Chino, Citrus Heights, Covina, El Segundo, Emeryville, Encino, Escondido, Foster City, Glendale, Hermosa Beach, Huntington Beach, Irvine, Lafayette, Laguna Niguel, Long Beach, Los Angeles, Marina Del Ray, Montebello, Moorpark, Mountain View, Murrieta, North Hollywood, Northridge, Novato, Orange, Playa Del Rey, Porterville, Redwood City, Sacramento, San Carlos, San Clemente, San Diego, San Francisco, San Jose, San Mateo, Santa Clara, Santa Monica, South El Monte, Stockton, Temecula, Watsonville, Woodland Hills. **Nevada:** Las Vegas. **Oregon:** Bend, Eugene, Portland, Sandy. **Washington:** Bellevue, Bothell, Kirkland, North Bend, Redmond, Seattle, Tacoma.

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[3] Column totals to more than 100% because some participants have employees in more than one location.

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WORK FORCE SIZES

Participants' work force sizes average 988 employees globally, with an average of 87% of the work force located in the U.S.[4] When analyzed by ownership category, independent publishers have the largest work forces, both in the U.S. and internationally. The table below summarizes participants' work force sizes.

Global Work Force Sizes as of July 2008

Ownership / Business Model Category				Total Global Work Force			Mean Distribution to U.S. and International Employees	
	n	25	50	Mean	75	U.S.	Int'l
All participants	38	125	253	988	808	87%	13%
Independent publisher	8	458	1,456	2,291	2,367	63%	37%
Independent developer	8	89	122	183	155	94%	6%
Parent owned publisher	17	134	300	963	837	92%	8%
Parent owned developer	5		140	280		100%	0%

START OF FISCAL YEAR

Participants' revenue and employee turnover rates reported next in this section are effective for the last complete fiscal year. Most participants' fiscal years begin in January or April (and end in December or March). The table below reports participants' fiscal year starts.

Start of Fiscal Year

Start of Fiscal Year	Prevalence		Start of Fiscal Year	Prevalence	
	n	%		n	%
January	20	53%	July	3	8%
February	0	0%	August	0	0%
March	0	0%	September	0	0%
April	11	29%	October	3	8%
May	0	0%	November	1	3%
June	0	0%	December	0	0%

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[4] Participants were asked to report on global work force size of the software games organization. Independent participants reported on total global work force size. Parent owned participants reported on the work force size of the software games subsidiary or division. Parent company statistics are excluded from the analysis.

[5] Mean is greater than 75th percentile in some cases due to a few large outlying values in the sample.

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LAST FISCAL YEAR REVENUES

Twenty-nine participants reported last fiscal year revenues. Five participants with revenues to report were unable to report last fiscal year revenues either because they are divisions of parent companies and revenues cannot be separated, or for reasons of confidentiality. Four participants have recently started operations and earned no revenues last fiscal year. The table below summarizes participants' last fiscal year revenues.

Last Fiscal Year Revenues

Ownership / Business Model Category	n	25th	50th	Mean	75th
All participants	29	$66.9	$157.2	$1,125.9	$527.8
Independent publisher	8	$59.9	$712.0	$1,143.7	$1,964.3
Independent developer	4		$52.9	$113.4	
Parent owned publisher	15	$87.8	$157.2	$1,520.4	$527.8
Parent owned developer	2				

TURNOVER

Change in Employee Population from Start of Last Fiscal Year to End of Last Fiscal Year

Thirty-four participants reported on change of employee population during the last fiscal year. Twenty-six of the 34 reporting participants (76%) experienced headcount growth. Eight (24%) experienced reductions in work force size. The table below reports changes in employee population in the last fiscal year.

Change in Employee Population in Last Fiscal Year

Ownership / Business Model Category	Growth in Work Force Size		% Growth		Reduction in Work Force Size		% Reduction		No Change in Work Force Size	
	n	%	50th	Mean	n	%	50th	Mean	n	%
All participants	26	76%	18%	35%	8	24%	<12%>	<10%>	0	0%
Independent publisher	4	67%	16%	30%	2	33%			0	0%
Independent developer	6	75%	25%	42%	2	25%			0	0%
Parent owned publisher	13	81%	15%	23%	3	19%		<11%>	0	0%
Parent owned developer	3	75%		78%	1	25%			0	0%

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[6] The mean exceeds the 75th percentile in some categories due to a broad range of revenues among participants.

[7] The mean for the parent owned developer category greatly exceeds all other categories due to large percentage, but not necessarily numerical, growth of a few small developers.

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Turnover Rates

Thirty-three participants reported on at least some types of separations.[8] Turnover reflects the rate of employee separations as a percent of the participant's mean employee population.[9] The tables below report turnover rates in the last fiscal year.

Turnover Rates by Employee Category

| | As a % of Mean Population in Last Fiscal Year | | | | | | | | | | | |
| | All Separations | | | Involuntary Separations (Other than Layoffs) | | | Layoffs Only | | | Voluntary Separations | | |
Employee Category	(with resp.)	50th	Mean	(with resp.)	50th	Mean	(with resp.)	50th	Mean	(with resp.)	50th	Mean
All employees	33	18%	19%	29	3%	4%	19	3%	6%	32	11%	13%
Exempt	29	15%	18%	23	2%	3%	16	3%	6%	28	11%	13%
Non-exempt	23	20%	29%	16	7%	9%	12	8%	12%	20	12%	19%
Product development	24	19%	22%	18	3%	5%	11	6%	9%	24	12%	14%
Non-PD	21	20%	26%	17	4%	6%	11	3%	7%	19	14%	20%

Turnover Rates by Ownership and Business Model Category

| | As a % of Mean Population in Last Fiscal Year | | | | | | | | | | | |
| | All Separations | | | Involuntary Separations (Other than Layoffs) | | | Layoffs Only | | | Voluntary Separations | | |
Ownership / Business Model Category	(with resp.)	50th	Mean	(with resp.)	50th	Mean	(with resp.)	50th	Mean	(with resp.)	50th	Mean
Independent publisher	5	18%	17%	5	3%	3%	4	4%	5%	5	11%	10%
Independent developer	8	10%	15%	8	2%	3%	2			8	9%	11%
Parent owned publisher	16	21%	25%	13	3%	5%	12	3%	6%	16	14%	17%
Parent owned developer	4	5%	8%	3		3%	1			3		6%

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[8] Note that while 33 participants reported on at least some types of separations for all employees, fewer were able to do so by employee category.

[9] For companies whose employee populations increased in the last fiscal year, the value used for mean population is the average of work force sizes at the beginning and end of the fiscal year. For companies whose employee populations decreased in the last fiscal year, the value used for mean population is work force size at the beginning of the last fiscal year.

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EXHIBIT B

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	A	B	C	D	E	F
1	2008 Salary Structure					
2	Salary Grade	Minimum	Midpoint	Maximum	Structure Width	Structure Midpoint Differentia
3	1	$19,100	$24,800	$30,600	60.2%	
4	2	$21,400	$27,800	$34,200	59.8%	12.1%
5	3	$23,900	$31,100	$38,200	59.8%	11.9%
6	4	$26,800	$34,800	$42,900	60.1%	11.9%
7	5	$30,000	$39,000	$48,000	60.0%	12.1%
8	6	$33,600	$43,700	$53,800	60.1%	12.1%
9	7	$37,600	$48,900	$60,200	60.1%	11.9%
10	8	$42,200	$54,800	$67,500	60.0%	12.1%
11	9	$47,200	$61,400	$75,500	60.0%	12.0%
12	10	$52,900	$68,800	$84,600	59.9%	12.1%
13	11	$59,300	$77,100	$94,900	60.0%	12.1%
14	12	$66,500	$86,400	$106,400	60.0%	12.1%
15	13	$74,500	$96,800	$119,200	60.0%	12.0%
16	14	$83,400	$108,400	$133,400	60.0%	12.0%
17	15	$93,400	$121,400	$149,400	60.0%	12.0%
18	16	$104,600	$136,000	$167,400	60.0%	12.0%
19	17	$117,200	$152,300	$187,500	60.0%	12.0%
20	18	$131,200	$170,600	$209,900	60.0%	12.0%
21	19	$147,000	$191,100	$235,200	60.0%	12.0%
22	20	$164,600	$214,000	$263,400	60.0%	12.0%
23	21	$184,400	$239,700	$295,000	60.0%	12.0%
24	22	$206,500	$268,500	$330,400	60.0%	12.0%
25	23	$231,300	$300,700	$370,100	60.0%	12.0%

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	2008 Salary Structure - Annual Salary				
Salary Grade	Minimum	Midpoint	Maximum	Structure Width	Structure Midpoint Differential
1	$19,100	$24,800	$30,600	60.2%	
2	$21,400	$27,800	$34,200	59.8%	12.1%
3	$23,900	$31,100	$38,200	59.8%	11.9%
4	$26,800	$34,800	$42,900	60.1%	11.9%
5	$30,000	$39,000	$48,000	60.0%	12.1%
6	$33,600	$43,700	$53,800	60.1%	12.1%
7	$37,600	$48,900	$60,200	60.1%	11.9%
8	$42,200	$54,800	$67,500	60.0%	12.1%
9	$47,200	$61,400	$75,500	60.0%	12.0%
10	$52,900	$68,800	$84,600	59.9%	12.1%
11	$59,300	$77,100	$94,900	60.0%	12.1%
12	$66,500	$86,400	$106,400	60.0%	12.1%
13	$74,500	$96,800	$119,200	60.0%	12.0%
14	$83,400	$108,400	$133,400	60.0%	12.0%
15	$93,400	$121,400	$149,400	60.0%	12.0%
16	$104,600	$136,000	$167,400	60.0%	12.0%
17	$117,200	$152,300	$187,500	60.0%	12.0%
18	$131,200	$170,600	$209,900	60.0%	12.0%
19	$147,000	$191,100	$235,200	60.0%	12.0%
20	$164,600	$214,000	$263,400	60.0%	12.0%
21	$184,400	$239,700	$295,000	60.0%	12.0%
22	$206,500	$268,500	$330,400	60.0%	12.0%
23	$231,300	$300,700	$370,100	60.0%	12.0%

	2008 Salary Structure - Monthly Salary				
Salary Grade	Minimum	Midpoint	Maximum	Structure Width	Structure Midpoint Differential
1	$1,592	$2,067	$2,550	60.2%	
2	$1,783	$2,317	$2,850	59.8%	12.1%
3	$1,992	$2,592	$3,183	59.8%	11.9%
4	$2,233	$2,900	$3,575	60.1%	11.9%
5	$2,500	$3,250	$4,000	60.0%	12.1%
6	$2,800	$3,642	$4,483	60.1%	12.1%
7	$3,133	$4,075	$5,017	60.1%	11.9%
8	$3,517	$4,567	$5,625	60.0%	12.1%
9	$3,933	$5,117	$6,292	60.0%	12.0%
10	$4,408	$5,733	$7,050	59.9%	12.1%
11	$4,942	$6,425	$7,908	60.0%	12.1%
12	$5,542	$7,200	- $8,867	60.0%	12.1%
13	$6,208	$8,067	$9,933	60.0%	12.0%
14	$6,950	$9,033	$11,117	60.0%	12.0%
15	$7,783	$10,117	$12,450	60.0%	12.0%
16	$8,717	$11,333	$13,950	60.0%	12.0%
17	$9,767	$12,692	$15,625	60.0%	12.0%
18	$10,933	$14,217	$17,492	60.0%	12.0%
19	$12,250	$15,925	$19,600	60.0%	12.0%
20	$13,717	$17,833	$21,950	60.0%	12.0%
21	$15,367	$19,975	$24,583	60.0%	12.0%
22	$17,208	$22,375	$27,533	60.0%	12.0%
23	$19,275	$25,058	$30,842	60.0%	12.0%

		2008 Salary Str
Salary Grade	Minimum	Midpoint
1	$9.18	$11.92
2	$10.29	$13.37
3	$11.49	$14.95
4	$12.88	$16.73
5	$14.42	$18.75
6	$16.15	$21.01
7	$18.08	$23.51
8	$20.29	$26.35
9	$22.69	$29.52
10	$25.43	$33.08
11	$28.51	$37.07
12	$31.97	$41.54
13	$35.82	$46.54
14	$40.10	$52.12
15	$44.90	$58.37
16	$50.29	$65.38
17	$56.35	$73.22
18	$63.08	$82.02
19	$70.67	$91.88
20	$79.13	$102.88
21	$88.65	$115.24
22	$99.28	$129.09
23	$111.20	$144.57

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	R	S	T
1	icture - Hourly Salary		
2	Maximum	Structure Width	Structure Midpoint Differentia
3	$14.71	60.2%	
4	$16.44	59.8%	12.1%
5	$18.37	59.8%	11.9%
6	$20.63	60.1%	11.9%
7	$23.08	60.0%	12.1%
8	$25.87	60.1%	12.1%
9	$28.94	60.1%	11.9%
10	$32.45	60.0%	12.1%
11	$36.30	60.0%	12.0%
12	$40.67	59.9%	12.1%
13	$45.63	60.0%	12.1%
14	$51.15	60.0%	12.1%
15	$57.31	60.0%	12.0%
16	$64.13	60.0%	12.0%
17	$71.83	60.0%	12.0%
18	$80.48	60.0%	12.0%
19	$90.14	60.0%	12.0%
20	$100.91	60.0%	12.0%
21	$113.08	60.0%	12.0%
22	$126.63	60.0%	12.0%
23	$141.83	60.0%	12.0%
24	$158.85	60.0%	12.0%
25	$177.93	60.0%	12.0%

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EXHIBIT C

711.32